

**Annual General Meeting
of Bank Ochrony Środowiska S.A.**

Report on the analysis of collected documentation and credibility review concerning members of the Supervisory Board of Bank Ochrony Środowiska S.A., along with a proposal of the individual suitability reassessment and a proposal of the collective suitability assessment of the Supervisory Board of BOŚ S.A. as a whole

In accordance with *the Policy for the Assessment of the Suitability of Candidates for the Position of Member of the Supervisory Board, Members of the Supervisory Board and the Supervisory Board of Bank Ochrony Środowiska S.A. (the "Policy")*, attached as an appendix to Resolution No. 29/2024 of the Annual General Meeting of BOŚ S.A. dated 19 June 2024, the Remuneration and Nomination Committee has reviewed the documents, representations and information provided to it in order to recommend to the General Meeting a reassessment of the individual suitability of members of the Supervisory Board and of the collective suitability of the Supervisory Board of BOŚ S.A. Pursuant to Section 3.4 and 3.5 of the Policy, the General Meeting is required to make such reassessments periodically, at least once a year, and as part of an inspection/review of the corporate governance framework.

Members of the Supervisory Board of BOŚ S.A. as at 17 April 2026:

- 1) Adam Ruciński – Chairman
- 2) Władysław Mańkut – Deputy Chairman
- 3) Marzenna Senddecka – Secretary
- 4) Jan Banasiński – Member
- 5) Tomasz Budasz – Member
- 6) Marcin Liberadzki – Member
- 7) Marcin Likierski – Member
- 8) Aleksandra Wrochna – Member
- 9) Piotr Wybieralski – Member
- 10) Artur Stefański – Member of the Supervisory Board delegated to temporarily perform the duties of Vice President of the Management Board managing the work of the Management Board,

provided information on changes relating to the documents, information and representations submitted during the most recent assessment.

In addition, given the need to address issues related to the assessment of independence of members of the Supervisory Board in the Supervisory Board's report, as prescribed by Section 4 of the Rules of Procedure for the Supervisory Board of BOŚ S.A. (Resolution No. 39/2025 of the Supervisory Board dated 16 May 2025), the independence of members of the Supervisory Board has been assessed against the list of independence criteria applicable to

members of the Supervisory Board of Bank Ochrony Środowiska S.A. by determining whether a given member of the Supervisory Board:

- 1) is, or has been in the five years preceding their appointment, a member of senior management of BOŚ S.A., which includes serving on the management board of BOŚ S.A. or its related entity,
- 2) is, or has been in the three years preceding their appointment, an employee of BOŚ S.A. or its related entity,
- 3) receives or has received significant additional compensation from BOŚ S.A. or its related entity, other than remuneration received as a member of the supervisory board and its committees,
- 4) has control, or represents persons or entities having control, of the Bank, within the meaning of Article 3(1)(37)(a)–(e) of the Accounting Act of 29 September 1994,
- 5) maintains, and has maintained in the year preceding their appointment, material business relationships with BOŚ S.A. or its related entity, either directly or as the owner or a partner, shareholder, member of the supervisory board, or other supervisory or controlling body, or member of senior management, including as member of the management board or other management body, of an entity maintaining such relationships,
- 6) is, and has been in the two years preceding their appointment:
 - a. the owner or a partner (including general partner) or shareholder of the current or former audit firm auditing the financial statements of BOŚ S.A. or its related entity,
 - b. a member of the supervisory board, or other supervisory or controlling body, of the current or former audit firm auditing the financial statements of BOŚ S.A.,
 - c. an employee or member of senior management,
- 7) including member of the management board or other management body, of the current or former audit firm auditing the financial statements of BOŚ S.A. or its related entity, or
 - a. other natural person who has provided services to or has been supervised by the current or former audit firm or auditor acting on behalf of that firm,
- 8) is a member of the management board or other management body of an entity where a member of the management board or other management body of BOŚ S.A. serves on the supervisory board or other supervisory or controlling body,
- 9) has been a member of the Supervisory Board of BOŚ S.A. for more than 12 years,
- 10) is a spouse, partner or cohabitee, relative by blood or marriage in direct line, or up to the fourth degree in collateral line, of a member of the management board or other management body of BOŚ S.A. or of a person referred to in items 1–8,
- 11) is an adoptee or adoptive parent of, or a person related by custody or guardianship to, a member of the management board of BOŚ S.A. or of a person referred to in items 1–8,
- 12) is related to a shareholder/shareholders holding 5% or more of total voting rights in BOŚ S.A. and its/their related parties. (The relevant representation concerns any actual and material links of the economic, family or other nature that could influence the

Supervisory Board member's position regarding any matters resolved by the Supervisory Board).

The assessment of independence has also considered other circumstances, in particular any functions held by members of the Supervisory Board outside the Bank (the BOŚ Group).

Based on the forms submitted as part of the individual suitability assessment, and taking into account the above criteria, Jan Banasiński does not satisfy the independence criteria due to his professional relationship with the Bank during the previous five years. All other members of the Supervisory Board were assessed as satisfying the independence criteria.

After a thorough analysis of the submitted documents, the Committee concludes that it is not aware of any facts that would call into question:

- 1) the competence of the members of the Supervisory Board, including their knowledge, experience and skills required to perform their assigned roles,
- 2) the assurance that the members of the Supervisory Board will properly perform their duties, including the reputation and integrity of the members of the Supervisory Board,
- 3) the independence and absence of conflicts of interest on the part of the members of the Supervisory Board,
- 4) the independence of mind of the members of the Supervisory Board and their ability to commit sufficient time to perform their functions (including adherence to the limit on the number of concurrent positions held on management or supervisory boards), or any facts that would pose a threat to the proper performance of the assigned duties by the members of the Supervisory Board.

Considering the above, as no material changes have been identified affecting the previous assessments of the individual and collective suitability, the Committee recommends a positive reassessment of the individual suitability of each member of the Supervisory Board and of the collective suitability of the Supervisory Board.

/-/ Remuneration and Nomination Committee

Extract from the Report on:

- 1. the verification of the documentation relating to a Supervisory Board member, conducted in connection with the proposed removal from the Supervisory Board,**
 - 2. the analysis of collected documentation and credibility review concerning candidates for members of the Supervisory Board of BOŚ S.A. nominated by shareholders,**
- along with a proposal of the individual suitability assessment of the Supervisory Board of BOŚ S.A. dated 11 March 2025**

Report signed by Members of the Remuneration and Nomination Committee:

- dr Artur Stefański – Chair of the Committee,
- dr Marcin Likierski – Deputy Chair of the Committee,
- dr Piotr Wybieralski, Member of the Committee.

- I. In connection with a shareholder's request to remove Wojciech Krawczyk from the Supervisory Board of BOŚ S.A., the Committee, having considered the information and data contained in the forms submitted by Mr Krawczyk as part of the periodic reassessment of the suitability of Supervisory Board members and having conducted a substantive review of the documentation provided, concludes that it is not aware of any facts which, in particular, would call into question:
- 1) the competence of the member of the Supervisory Board, including his knowledge, experience and skills required to perform his assigned role,
 - 2) the assurance that the member of the Supervisory Board will properly perform his duties, including his reputation and integrity,
 - 3) the independence and absence of conflicts of interest on the part of the member of the Supervisory Board,
 - 4) the independence of mind of the member of the Supervisory Board and his ability to commit sufficient time to perform his functions (including adherence to the limit on the number of concurrent positions held on management or supervisory boards), or any facts that would pose a threat to the proper performance of the assigned duties by the member of the Supervisory Board.

Considering the above, as no material changes have been identified affecting the previous assessments of the individual suitability, the Committee recommends a positive reassessment of the individual suitability of Wojciech Krawczyk.

Prepared by: Paulina Walas, Head of the HR Development Office

Extract from the Report on:

- 1. the verification of the documentation relating to a Supervisory Board member, conducted in connection with the proposed removal from the Supervisory Board,**
 - 2. the analysis of collected documentation and credibility review concerning candidates for members of the Supervisory Board of BOŚ S.A. nominated by shareholders,**
- along with a proposal of the individual suitability assessment of the Supervisory Board of BOŚ S.A. dated 4 December 2025**

Report signed for the Remuneration and Nomination Committee by dr Artur Stefański,
Chair of the Committee

- I. In connection with a shareholder's request to remove Aleksandra Świdorska from the Supervisory Board of BOŚ S.A., the Committee, having considered the information and data contained in the forms submitted by Ms Świdorska as part of the periodic reassessment of the suitability of Supervisory Board members and having conducted a substantive review of the documentation provided, concludes that it is not aware of any facts which, in particular, would call into question:
- 1) the competence of the member of the Supervisory Board, including her knowledge, experience and skills required to perform her assigned role,
 - 2) the assurance that the member of the Supervisory Board will properly perform her duties, including her reputation and integrity,
 - 3) the independence and absence of conflicts of interest on the part of the member of the Supervisory Board,
 - 4) the independence of mind of the member of the Supervisory Board and her ability to commit sufficient time to perform her functions (including adherence to the limit on the number of concurrent positions held on management or supervisory boards), or any facts that would pose a threat to the proper performance of the assigned duties by the member of the Supervisory Board.

Considering the above, as no material changes have been identified affecting the previous assessments of the individual suitability, the Committee recommends a positive reassessment of the individual suitability of Aleksandra Świdorska.

Prepared by: Paulina Walas, Head of the HR Development Office